



STATE OF TENNESSEE
DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
Workforce Services Division
220 French Landing Drive
Nashville, TN 37243-1002
(615) 741-1031

MEMORANDUM

TO: Donna Stansberry, Director of Services, LWDA 2
Commissioner Burns Phillips, Department of Labor and Workforce Development
Commissioner Dr. Candice McQueen, Department of Education
Commissioner Randy Boyd, Department of Economic and Community Development
Commissioner Raquel Hatter, Department of Human Services
Mr. Patrick Jaynes, State Director, Senator Lamar Alexander's Office
Mr. Brent Wiles, State Director, Senator Bob Corker's Office
Congressman David P. Roe
Senator Steve Southerland
Representative David Hawk
Mayor W T Daniels

FROM: Nicholas Bishop *NB*
Director, Grants and Special Projects

DATE: September 30, 2016

SUBJECT: Employee Dislocation Notification
Blair Composites, LLC
WARN # 20160048

Blair Composites, LLC has filed an official WARN Notice with the Tennessee Department of Labor and Workforce Development, notifying the agency of a permanent closure which is effective October 14, 2016. The total number of affected workers is 83. This company is located at 790 Andrew Johnson Highway, Greeneville, TN 37743. The company notified the Tennessee Department of Labor and Workforce Development's Dislocated Worker Unit on September 30, 2016. Blair Composites, LLC only recently learned that its main customer is canceling its entire contract with Blair Composites, LLC, forcing the closure of the plant. Thus, the notice from their customer was not foreseeable as of the time a 60 day notice would have been available to Blair Composites, LLC. The employer referenced the following WARN Act exception in regards to 60 day notice: *"A business is not required to give a full 60-day's notice if it could not reasonably foresee business circumstances that led to a layoff or closing at the time that the 60-day notice would have been required, (e.g., a business circumstance that is caused by some sudden, dramatic, and unexpected action or conditions outside the employer's control like the unexpected cancellation of a major order)."*

The employees at the facility are not represented by a collective bargaining agreement. The local Department of Labor and Workforce Development Rapid Response team has been notified to coordinate services for the effected employees.

If you need additional information or have questions, please contact the Dislocated Worker Unit at (615) 741-1031.

For legislative office inquiries concerning this WARN, please contact:
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